

**COMMONWEALTH OF MASSACHUSETTS
CIVIL SERVICE COMMISSION**

One Ashburton Place: Room 503
Boston, MA 02108
(617) 727-2293

BRIAN INGHAM,
Appellant
v.

Case No.: G2-14-249

**NATICK POLICE
DEPARTMENT,**
Respondent

PROCEDURAL ORDER

1. On October 27, 2014, the Appellant, Brian Ingham (Sgt. Ingham), filed an appeal with the Civil Service Commission (Commission), contesting the decision of the Natick Police Department (Department) to bypass him for promotional appointment to the position of Police Lieutenant.
2. On November 25, 2014, I held a pre-hearing conference at the offices of the Commission, which was attended by Sgt. Ingham, his counsel and counsel for the Department.
3. At the conclusion of the pre-hearing, a full hearing was scheduled to be held on February 9, 2015 to determine if the Department had reasonable justification to bypass Sgt. Ingham for this promotional appointment.
4. On December 31, 2014, counsel for the Department and Sgt. Ingham notified the Commission that the parties had reached a mutual agreement that would eliminate the need for a full hearing.
5. As part of the mutual agreement, the Commission has been asked to issue an order that would result in Mr. Ingham's name remaining at the top of any current or future Certifications for the position of Police Lieutenant in the Department until he is promoted or bypassed, without the need for Sgt. Ingham to take a further promotional examination.
6. This agreement could adversely affect other individuals in the Department who take and pass a future promotional examination for lieutenant (i.e. – potentially lowering their rank on a future Certification).
7. For this reason, I am ordering the Department to post this Procedural Order in the Natick Police Department for five (5) business days to allow any individuals to submit written objections to said agreement. Said objections should be sent via email to me at: christopher.bowman@state.ma.us. These objections will be made available to the parties.

/s/Christopher Bowman
January 29, 2015